DoD Priority Placement Program

EMPLOYEE/ MANAGEMENT

BRIEFING

Priority Placement Program

"The most effective outplacement program in the federal government"

- General Accounting Office

*PPP Statistics **

Job offers

- 5,449

Average per month - 454

*** 1 Feb 98 - 31 Jan 99**

PPP Statistics *

Job offers - 5,449

Placements - 4,966 (91%)

Declinations - 483 (9%)

*** 1 Feb 98 - 31 Jan 99**

Registration Eligibility

- RIF
  - SEPARATION
  - CHANGE-TO-LOWER GRADE
- Transfer of function declination - *outside commuting area*
- Reassignment declination - *outside commuting area*
- Nondisplaced overseas returnees
- Family Members

Registration Ineligibility

- Unsatisfactory Conduct/ Performance
- Disability/Optional Retirees
- Reemployed Annuitants
- NAF Employees
- Time-Limited Appointees
- Overseas Limited Appointees
- Nondisplaced Overseas Employees - *Return Rights to current or higher grade*

Referral Priority

1

* RIF Separation- No Offer

Referral Priority

2

* Functional Transfer Declination
* RIF Demotion - 2 or more grades
* Reassignment Declination - *outside commuting area*
* Overseas Returnee - *1 or more tours - Component Only*
* Overseas Returnee - *1 or more tours - CONUS RIF*

Referral Priority

3

*Gr les

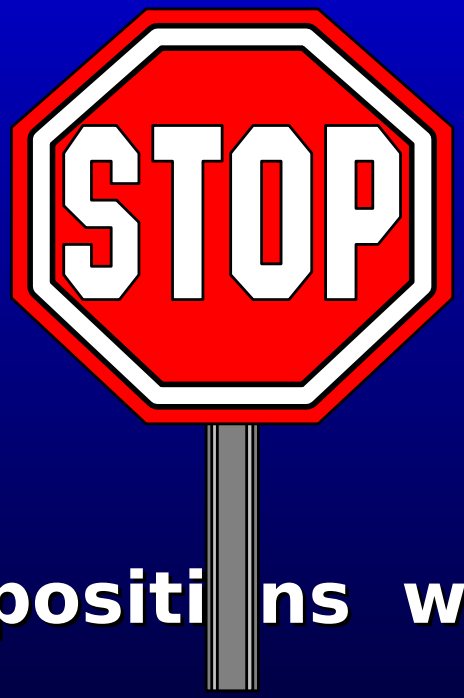
1 c

*RIF Demotion - *Less than 2 GS*

*Overseas Returnee - *more tours - other Components*

*Nondisplaced Overseas Family Members

Priorities 1 and 2



positi ns with potential promotion

***Restrict*:**

- ***Promotions**
- ***Reassignments**
- ***Transfers**
- ***Appointments**
- ***Demotions to**

Priority 3 . . .

. . . Permits selection

within Component

BUT

. . . Prohibits

*Appointments

*Transfers

Length of Registration - Displaced

- **Displaced Registrants Remain in PPP Until:**
  - *Placed*
  - *Declination of Valid Offer*
  - *Otherwise Deleted*
  - *Not Available*
  - *One Year Following Separation*

Length of Registration - Nondisplaced

- **<u>WITH</u> Return Rights to Lower Grade:**
  - ***Until Placed***
  - ***Declination of Valid Offer***
  - ***Renewal of Agreement***
  - ***30 Days prior to Exercise of Return Rights***
  - ***Directed Return***

(Whichever Occurs First)

Length of Registration - Nondisplaced

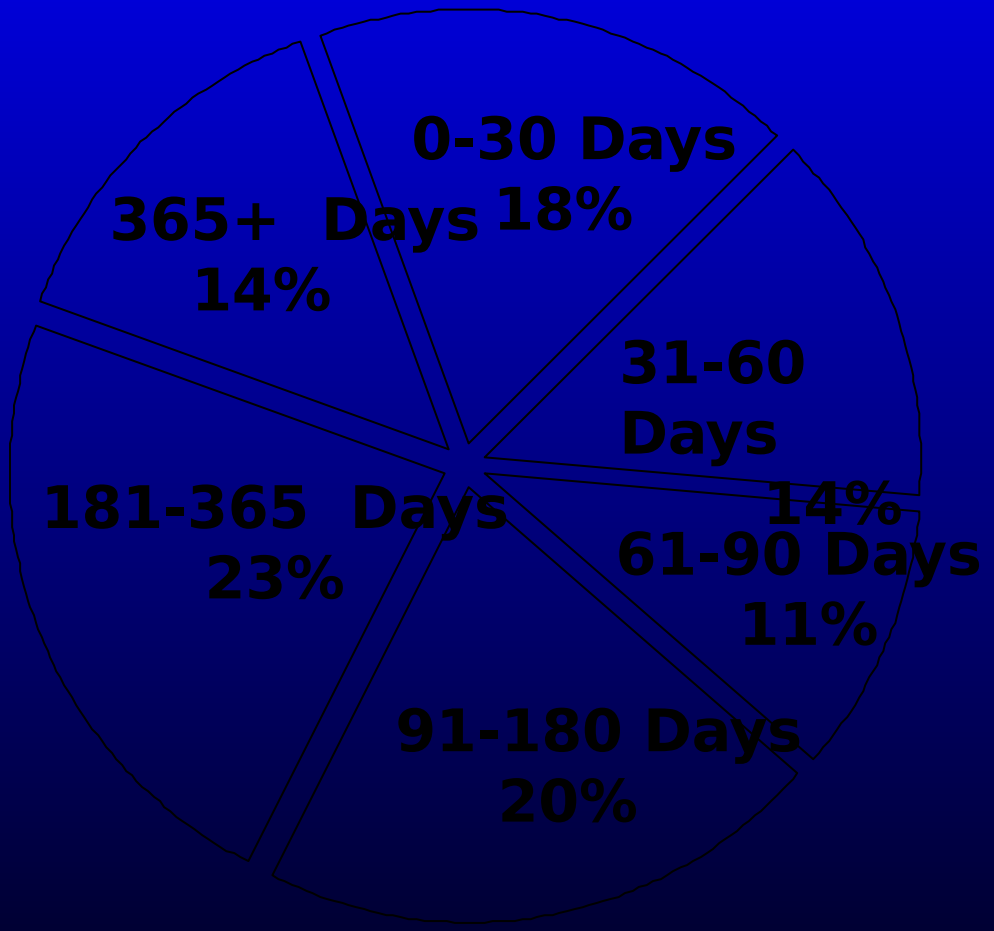
- **WITHOUT Return Rights**
  - ***Until Placed***
  - ***Declination of Valid Offer***
  - ***Renewal of Agreement***
  - ***Directed Return***

(Whichever Occurs First)

Length of Registration - Nondisplaced

- **Overseas Returnee - Completion of 1 or More Tours - Return will Result in CONUS RIF:**
  - *Registration may continue 6 months following end of tour date*
  - *Must be available nationwide*
  - *Components may leave in longer*

PPP Placements *



* 1 Feb 98 - 31 Jan 99

Register only for skills for which WELL QUALIFIED

Registration - Grade levels

- **High Grade** - Cannot exceed current ***permanent*** or ***retained grade***

- **Low Grade** - No lower than ***3 GS grades*** below high grade

EXCEPTIONS:

- GS-09/GS-11 in ***2-grade interval*** jobs may register for GS positions 4 grades below current
- Cannot register at or below grade offered in RIF

Registration Grade Levels

- Nondisplaced Overseas Employees
  - **May** register down to but ***not including*** grade to which return rights exist
    - 90 days - no offer - **Must** include all grades down to but not including grade to which return rights exist

PPP Statistics *

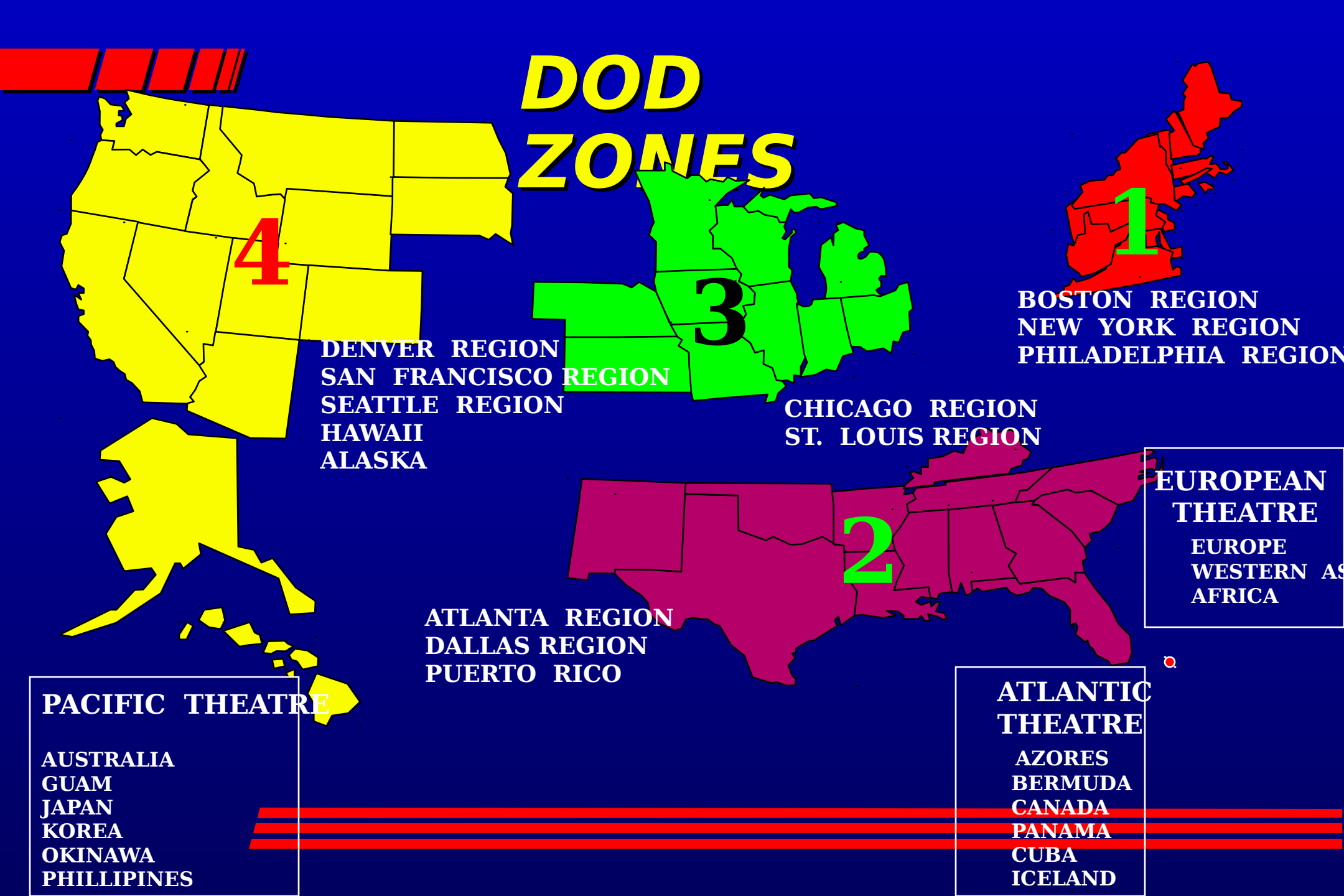
TOTAL PLACEMENTS - 4,966

Current Grade - 3,364 (67%)

1 Grade Lower - 826 (17%)

2 Grades Lower - 493 (10%)

*** 11 Feb 98 - 31 Jan 99**


DOD ZONES
4
DENVER REGION
SAN FRANCISCO REGION
SEATTLE REGION
HAWAII
ALASKA
3
CHICAGO REGION
ST. LOUIS REGION
1
BOSTON REGION
NEW YORK REGION
PHILADELPHIA REGION
2
ATLANTA REGION
DALLAS REGION
PUERTO RICO
EUROPEAN THEATRE
EUROPE
WESTERN AS
AFRICA
PACIFIC THEATRE
AUSTRALIA
GUAM
JAPAN
KOREA
OKINAWA
PHILLIPINES
ATLANTIC THEATRE
AZORES
BERMUDA
CANADA
PANAMA
CUBA
ICELAND

Area of Referral - Nondisplaced

- Minimum Number of Activities likely to provide job opportunities within:
  - Zone from which recruited or last resided
  - Zone closer to overseas theatre, but no further than stateside location from which recruited or last resided.

*PPP Placements **

Total Placements - 4,966

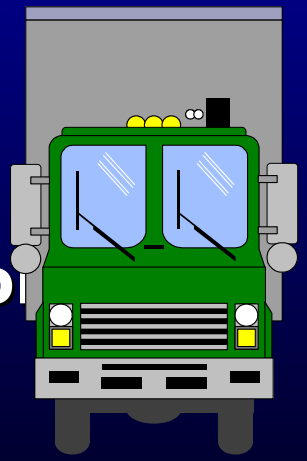
Inside commuting area - 2,829 (57%)

Outside commuting area - 2,137 (43%)

*** 1 Feb 98 - 31 Jan 99**

Payment of Moving Expenses

- **Placed Through PPP Within DoD**
  - **In Accordance with JTR**
- **Placement Outside DoD**
  - **Moving Expenses May be Paid Provided Certain Conditio Are Met**



Job Offers

* Response Time - 2 Calendar Days - CONUS

3 Calendar Days - Overseas

* One Valid Job Offer *

Reporting Dates

- Normally - 2 Weeks
  Maximum - 30 Days

- Overseas to CONUS - 45 Days

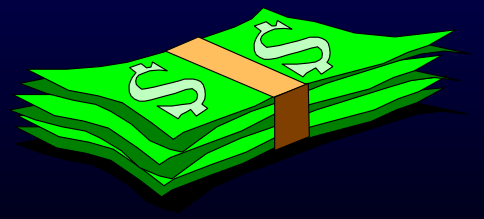
Unless otherwise agreed upon by releasing and gaining activity

Salary and Pay

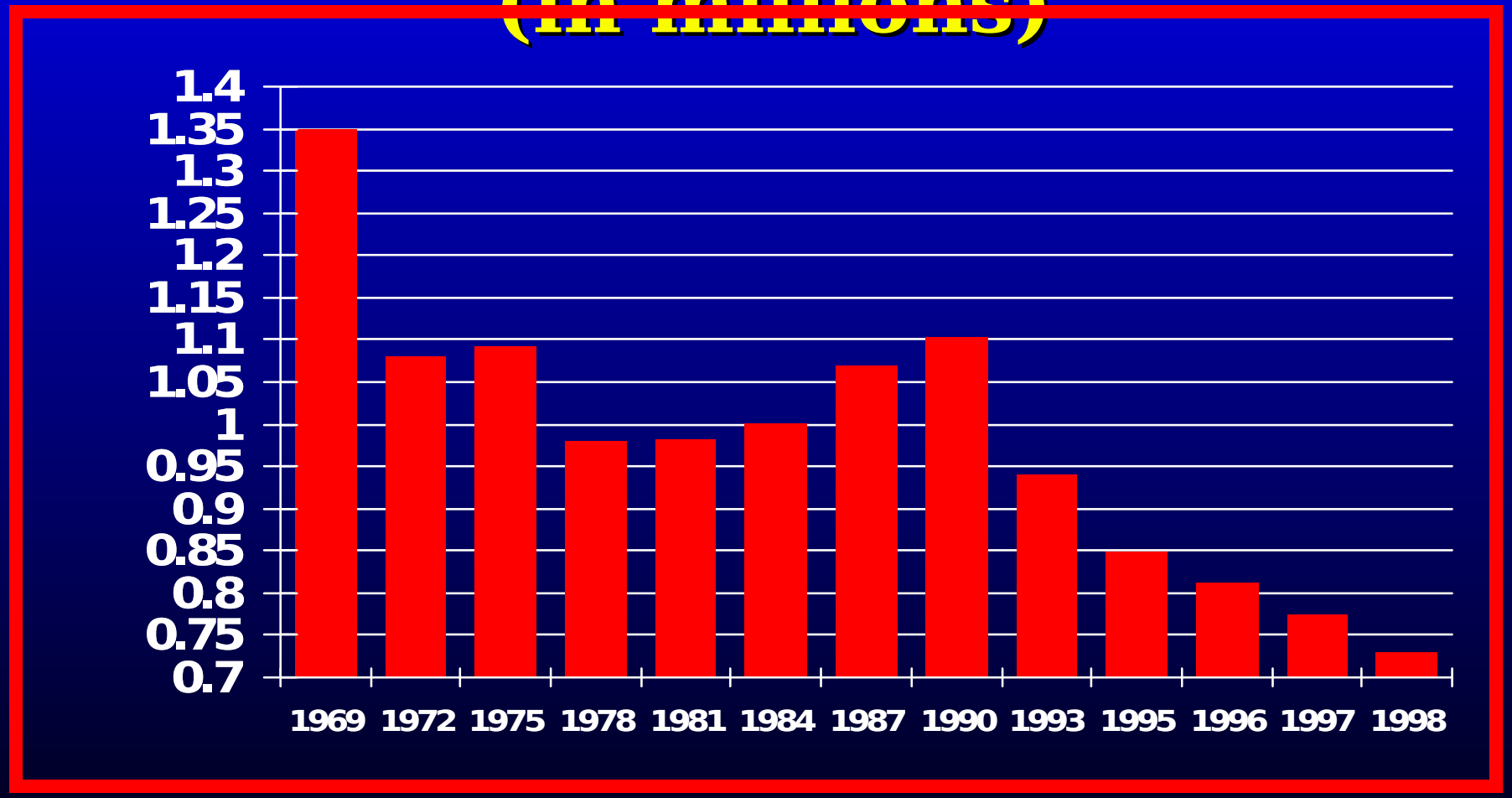
- **GRADE / PAY RETENTION**
  - **DISPLACED OVERSEAS EMPLOYEE**
    - » If lower graded job is accepted prior to separation and employee is otherwise eligible

      GRADE RETENTION - 2 YEARS

      PAY RETENTION - INDEFINITE
  - **NONDISPLACED OVERSEAS RETURNEE**
    - » Reduced in grade upon return from Overseas Assignment - Entitled to **Pay Retention**
- **LAST EARNED RATE**



DoD Direct Hire Civilian Employment (in millions)



Gaining Activities

1. Recognize that PPP places people adversely affected through no fault of their own

2. Implement effective operating procedures

3. Act promptly

Cancel

NEVER

Making

Offer ! !

Change or

Vacancies to

Avoid

an

(PPP Operations Manual, Chapter 4, B.2, pg 4-2)

OFFERS

- Make Immediately
- Cannot be Withdrawn Without CARE Coordinator Approval

PPP Experience

1 Sep 88 - 31 Jan 99

	Pri. 1	Pri. 2	Pri. 3	Total
Registrations	124,568	30,959	21,329	176,856
Release Date Up	20,876	11,317	12,152	44,345
Percentage	16.7	36.5	56.9	25

From 1 Feb 98 - 31 Jan 99, 95% of those released without offers were available

NONDISPLACED OVERSEAS

1 Feb 98 - 31 Jan 99

	TOTAL	Army	Navy	Air Force	DLA	Other
Registrations:	2147	1421	337	318	31	40
Offers:	593	360	77	122	10	24

Results

- 157,753 placements since 1965
- $$$ savings

Supervisor's Report

90% +

Satisfactory Placement Rate

PPP Experience

- Total Number of Personnel Actions Throughout DoD for Fiscal Year 96:

  296,249

- Total Number of PPP Placements Within DoD for Fiscal Year 96:

  9,951

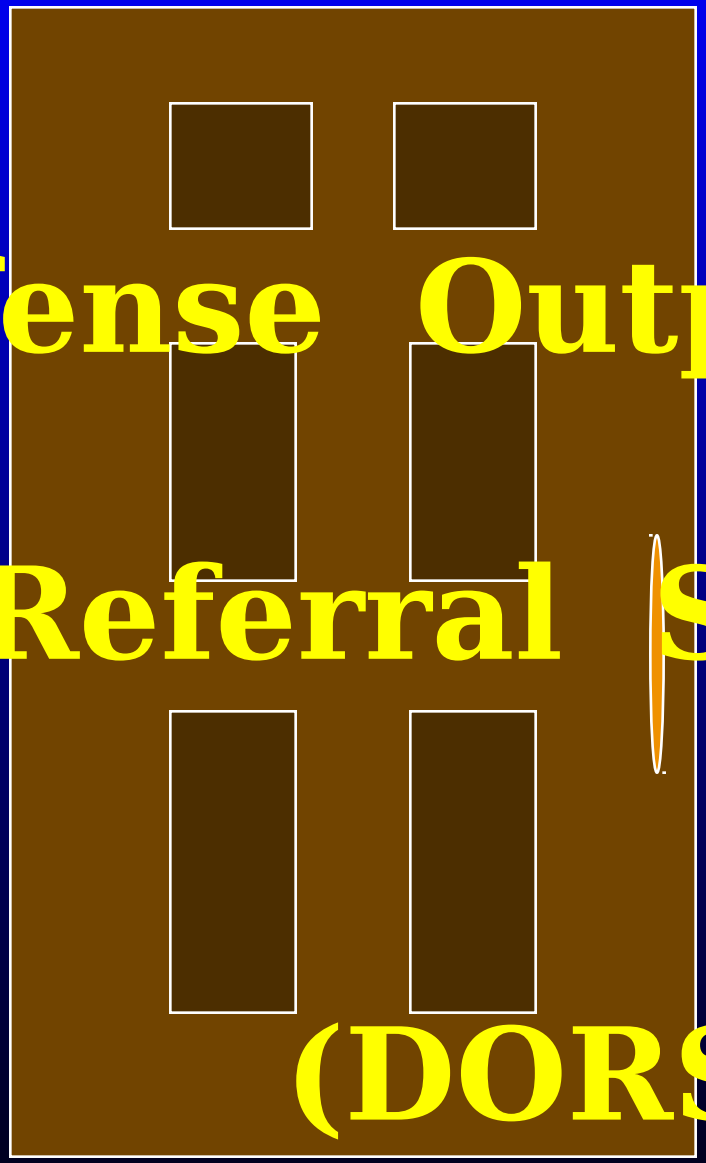
PPP Experience

- **Total Number of Permanent Appointments Throughout DoD For Fiscal Year 96:**

  29,292

- **Total Number of PPP Placements For FY 96 That Were Reinstatements:**

  1,527



Defense Outplacement Referral System (DORS)

Defense Outplacement Referral System - DORS

- Joint Effort - OPM / DoD

- Referral to:
  - DoD Activities
  - Other Federal Activities
  - Private Sector
  - State & Local Governments

DORS Eligibility

- All current DoD employees
  - Permanent, Temporary / Term, NAF
- Spouses
  - Status / Non-status

Spouse's area of referral must be same as sponsor

DORS - Grade Levels

- **HIGH GRADE**

Current Permanent Employee

- No Higher than Current Permanent Grade

Current Temporary with Prior Service or Spouse with Prior Service

- Last Permanent Grade Held

Registrants Without Status or Spouses with No Prior Federal Service

- Highest Grade for Which Qualified

DORS - Grade Levels

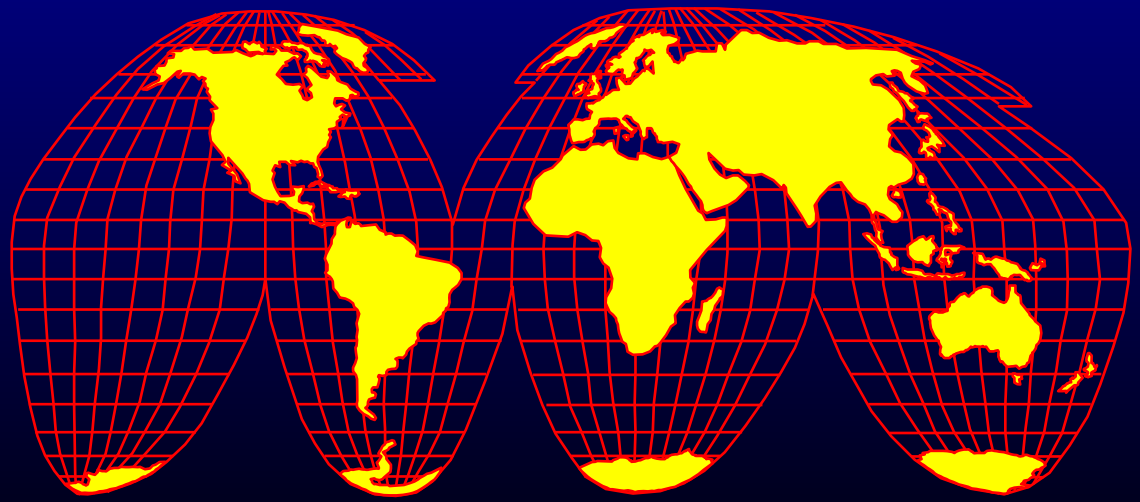
- **LOW GRADE**

  Lowest grade for which employee will accept offer, but not to exceed 3 grades below high grade

  - **Examples:**
    - **GS-11 - May register GS-08 thru GS-11**
    - **WG-08 - May register WG-05 thru WG-08**

DORS - Geographic Area

- No Limitations
- Moving Expenses NOT Guaranteed



DORS - Offers

- 48 Hour Response Time
- 2 - 4 Week Reporting Time

DORS

As of 31 January 1999:

NUMBER REGISTRANTS
1,057

NUMBER PLACED
2,195

Department of Defense

Priority Placement Prog